

CALIFORNIA DEPARTMENT OF HUMAN RESOURCES SUMMARY OF COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 7

Exclusive Employee Representative: California Statewide Law Enforcement Association (CSLEA)

Number of Employees: Approximately 7,309 full-time equivalents

General Provisions

I. Retirement

Benefit Formula Calculation

- Effective July 1, 2022, the employee contribution rates for PO/FF A, PO/FF B, and PEPRA PO/FF retirement formulas shall have their contribution increase from thirteen percent (13%) to fourteen percent (14%) of monthly compensation over \$513 (Article 11.4).
- Effective July 1, 2023, the employee contribution rates for PO/FF A, PO/FF B, and PEPRA PO/FF retirement formulas shall have their contribution increase from fourteen percent (14%) to fifteen percent (15%) of monthly compensation over \$513 (Article 11.4).
- Effective July 1, 2023, the employee contribution rates for Safety A, Safety B, and PEPRA State Safety retirement formulas shall have their contribution increase from eleven percent (11%) to eleven and a half percent (11.5%) of monthly compensation over \$317 (Article 11.5).
- Effective July 1, 2023, the employee contribution rates for Miscellaneous/Industrial First Tier A, First Tier B, and PEPRA First Tier retirement formulas shall have their contribution increased from eight percent (8%) to eight and a half percent (8.5%) of monthly compensation over \$513 (Article 11.6).

II. Health Benefits

Employer Contribution for Active State Employees

- The state's monthly health benefit contribution for each employee shall continue to be a flat dollar amount equal to 80 percent of the weighted average of the basic health benefit plan premiums of the four largest enrolled basic health plans. The flat dollar amounts shall be increased or decreased as appropriate pursuant to the formula on January 1, 2020, January 1, 2021, January 1, 2022 and January 1, 2023 (Article 10.1).

III. Compensation

General Salary Increase (GSI)

- Effective July 1, 2019, all CSLEA represented classifications shall receive a two and three quarter percent (2.75%) GSI (Article 19.1).
- Effective July 1, 2020, all CSLEA represented classifications shall receive a two and a half percent (2.50%) GSI (Article 19.1).

- Effective July 1, 2021, all CSLEA represented classifications shall receive a two and a half percent (2.50%) GSI (Article 19.1).
- Effective July 1, 2022, CSLEA represented classification designated Peace Officer/Firefighter shall receive a three and three quarter percent (3.75%) GSI (Article 19.1).
- Effective July 1, 2022, CSLEA represented classifications designated Safety or Miscellaneous/Industrial shall receive a two and one quarter percent (2.25%) GSI (Article 19.1).

Special Salary Adjustment (SSA)

- Effective July 1, 2019, CSLEA represented employees in the various classifications identified in Article 19.1, subsection B (1), shall receive a special salary adjustment of 7.44 percent (7.44%).
- Effective July 1, 2019, CSLEA represented employees in the various classifications identified in Article 19.1, subsection B (2), shall receive a special salary adjustment of five percent (5%).
- Effective July 1, 2019, Licensing-Registration Examiners, DMV, shall receive a special salary adjustment of 1.45 percent (1.45%) (Article 19.1, subsection B (3)).
- Effective July 1, 2019, CSLEA represented employees in various classifications shall receive the special salary adjustments identified in Article 19.1, subsection B (5).
- Effective July 1, 2020, Criminalists and Senior Criminalists shall receive a special salary adjustment of five percent (5%) (Article 19.1, subsection B (6)).

Miscellaneous Compensation Increases

- Expands the Public Safety Dispatcher-In-Charge pay differential to all CHP centers, and adds communication operators working at the Department of State Hospitals and the Department of Parks and Recreation. Also increases the differential from \$6.50 per shift to a one-step differential (Article 19.8).
- Increases the Fire Fighter Lead Person Assignment pay differential from \$1.00 to \$2.50 per hour (Article 19.11).
- Increases the Canine Care pay differential from \$189 to \$357 per month (Article 19.13).
- Establishes a five percent (5%) Canine Care pay differential for peace officers at Department of Developmental Services (Article 19.13).
- Increases the Night Shift Pay Differential from \$0.50 to \$1.00 per hour (Article 19.15).
- Adds the CHP Communication Centers in Orange County, Ukiah, Humboldt, Chico, Ventura, San Luis Obispo, and Indio to the existing \$300 per month recruitment and retention pay differential (Article 19.17).
- Adds specified classifications at the Department of Motor Vehicles, Department of Consumer Affairs, Department of Developmental Services, and Department of State Hospitals to the existing one-step Field Training officer pay differential (Article 19.25).

- Establishes a new two and a half percent (2.50%) or one-step training officer pay differential for criminalists or senior criminalists serving in a training capacity (Article 19.25).
- Increases the Training Officer pay differential for the Motor Carrier Specialist I, CHP, from \$6.50 per shift to a one-step differential per hour when serving in a training officer capacity (Article 19.25).
- Seasonal Lifeguards will now be hired prior to orientation and Initial Entry Training, which allows them to earn service credit and be compensated for each hour worked during the 96 hours of orientation and Initial Entry Training (Article 14.xx).
- Eliminates the \$175 per period recruitment and retention pay differential for peace officers at the Department of Parks and Recreation and the Department of Fish and Wildlife (Article 19.27).
- Eliminates the 7.44 percent (7.44%) Investigator Pay Differential for Investigators at the Department of Insurance and the Department of Consumer Affairs (Side Letter 17-018).

IV. Miscellaneous

- Adds Licensing Registration Examiners, DMV, to the mandatory overtime provision that allows approved leave (except sick leave, annual leave, used as sick leave, or any other leave used for sick leave purposes) to be considered hours worked for purposes of calculating overtime (Article 7.6).
- Allows the state to reopen Article 19.1 if projected state revenues at the 2021-22 May Revision or at the 2022-23 May Revision to the Governor's Budget are insufficient to fully fund existing statutory and constitutional obligations, existing fiscal policy, and the cost of providing pay increases to all eligible employees (Article 19.1).
- Eliminates Furlough Protection (Article 9.17).
- Requires the state to donate 4,000 hours to CSLEA's Union Release Time Bank (Article 2.9).

V. Duration

- July 2, 2019 through July 1, 2023

VI. Fiscal

- Fiscal Year 2019-20: \$56.5 million (\$16.9 million General Fund)
- Total 5-Year Incremental: \$132.3 million (\$40.8 million General Fund)
- Total 5-year Budgetary: \$504.6 million (\$153.6 million General Fund)

VII. Agreement

- The complete Tentative Agreement between the state and CSLEA is posted at: <http://calhr.ca.gov/labor-relations/Pages/Unit-07-Protective-Services-and-Public-Safety.aspx>